



Oakland and Parkland and the Villages of Oliver and Superior, including full-time guidance counselors and special teachers, but excluding substitute teachers, administrative and supervisory personnel, and all other employes, who were employed by the Municipal Employer on April 24, 1964, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether or not a majority of such employes desire to be represented by Superior Federation of Teachers Local 202, American Federation of Teachers, AFL-CIO, by the Superior Education Association, or by neither, for the purposes of conferences and negotiations with the above named Municipal Employer on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin, this 24th day of April, 1964.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By Morris Slavney /s/  
Morris Slavney, Chairman

S E A L

Arvid Anderson /s/  
Arvid Anderson, Commissioner

Zel S. Rice II /s/  
Zel S. Rice II, Commissioner

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

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In the Matter of the Petition of	:	
	:	
SUPERIOR FEDERATION OF TEACHERS, LOCAL	:	
202, AMERICAN FEDERATION OF TEACHERS,	:	
AFL-CIO	:	Case II
	:	No. 9593 ME-137
Involving Employes of	:	Decision No. 6719
	:	
JOINT SCHOOL DISTRICT NO. 1 of the CITY	:	
OF SUPERIOR, TOWNS OF SUPERIOR, SUMMIT,	:	
OAKLAND AND PARKLAND and the VILLAGES	:	
OF OLIVER AND SUPERIOR	:	
	:	
	:	

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MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

At the hearing the parties stipulated that the appropriate collective bargaining unit consists of "all full-time and all regular part-time certified classroom teachers, including full-time guidance counselors and special teachers, but excluding substitute teachers, administrative and supervisory personnel and all other employes". The Petitioner, however, contended that the homebound teacher should not be considered among the special teachers eligible to participate in the election for the reason that such employe was not included on the regular teachers salary schedule and that she did not possess the same interest in the conditions of employment as do regular full-time and regular part-time classroom teachers. The Intervenor took an opposing position, while the Municipal Employer indicated no position concerning the eligibility of the homebound teacher.

The homebound teacher is and must be a certificated teacher and she is engaged in the instruction of pupils who are confined to their homes. She receives \$3 per hour, which rate is comparable to the rates paid to substitute teachers. The parties agreed that the latter classification should be excluded from the unit. The homebound teacher is employed approximately one-half of a normal teaching schedule. She teaches four hours per day and her annual income approximates one-half that of a regular full-time teacher having comparable experience and training. The Board regards the nature and regularity of employment of the homebound teacher more determinative than the fact that she is

not included on the regular teachers salary schedule, and therefore it is apparent that said employe has a substantial interest in the conditions of her employment.

The Board therefore concludes that the homebound teacher is to be considered as a regular part-time teacher and, therefore, is eligible to participate in the election.

Dated at Madison, Wisconsin, this 24th day of April, 1964.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By Morris Slavney /s/  
Morris Slavney, Chairman

Arvid Anderson /s/  
Arvid Anderson, Commissioner

Zel S. Rice II /s/  
Zel S. Rice II, Commissioner